

## ***FY 2025-2026 Board Policy Updates***

---

### **Section 2 – School Board Operations**

**Board Meetings:** This policy has been revised in response to HB 1958 which allows a technology center to submit an Affidavit of Board Action to the OSDE in lieu of approved board minutes to provide proof of action taken at a board meeting. The submission of a signed Affidavit shall not exempt a board from keeping minutes of a meeting.

The policy has also been revised to include an exception regarding release of confidential and privileged information.

---

### **Section 3 – Business & Auxiliary Services**

**Jeanne Clery Campus Safety Act and Stop Campus Hazing Act:** (New - replaces Campus Safety and the Jeanne Clery Act): This policy (and in Section 10: Hazing) has been amended in response to the implementation of the “Stop Campus Hazing Act” (see Section 10). In addition to adopting this policy, technology centers will collect relevant data and publish it on their website in accordance with the law. Technology Centers will implement a hazing prevention program, which is designed to inform students and employees of hazing policies, reporting procedures, investigation process, and prevention strategies.

**Procurement/Purchasing and Distribution:** Updated at the November 10, 2025 BOE meeting – changed the policy to require only two quotes for goods and services over \$10,000 and deleted the requirement to get quotes for goods and services below \$10,000.

---

### **Section 6 – Employees General**

**Pregnant Workers Fairness Act:** The Pregnant Workers Fairness Act policy tracks the requirements of the Pregnant Workers Fairness Act (PWFA), which requires a technology center to provide “reasonable accommodation” to a qualified employee’s or applicant’s known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.”

The PWFA applies only to accommodations. Other laws prohibit pregnancy discrimination and provide protections for nursing mothers.

**Employee Leave:** This leave policy has been revised pursuant to HB 1601 regarding maternity leave under the “Advancing Rights for Caregiving Health, and Extended Recovery

(Maternity Leave Protection for Teachers) Act” or the “ARCHER Act.” The Act allows for full-time classroom instructional employees who have worked at least 1,250 hours during the preceding 12-month period to be entitled to utilize accrued sick leave to extend the duration of their maternity leave beyond the six 6 weeks provided by statute.

**Abuse, Neglect, Exploitation and Trafficking:** Reporting and Investigation: This policy has been amended in response to SB 553 which requires every technology center employee to annually sign an attestation form acknowledging their responsibility to report suspected child abuse or neglect, and HB 2798, which expands the definition of child abuse and neglect to include sexual battery. The policy has been further revised to reflect recent amendments to applicable law. The policy includes an attestation form for reporting child abuse.

**Criminal Records Searches:** This policy has been amended in response to a separate provision in SB 553 regarding the existing waiver of a new criminal record check. The good standing letter requirement has been modified. The letter from the prospective employee’s prior school district must now also state *whether the teacher was the subject of any allegation of inappropriate behavior with a student*. Finally, the policy has been revised to reflect the current status of criminal background checks as they relate to all employees.

---

## Section 7 - Certified Employees

**Suspension, Dismissal and Non-reemployment of Teachers:** This is another policy revised in response to SB 553 which provides a teacher may be dismissed from employment or non-employed for knowingly and willfully failing to report suspected child abuse or neglect. The policy has also been revised in response to HB 1075 regarding the forwarding of a termination recommendation to the State Board of Education if the grounds for termination may be the basis of criminal charges against the teacher. Technology Centers should be aware that recent changes to the law also require the Centers to forward a recommendation for the dismissal of an administrator under the same circumstances. Updated November 10, 2025 - Section 2- Grounds for Dismissal Part B iii. updated to confirm that a career teacher can be dismissed for knowingly and willfully failing to report suspected abuse or neglect according to OKLA.STAT. tit. 10A§ 1-2-101.

---

## Section 9 – Records

**Open Records:** This policy has been amended in response to SB 535 regarding fees charged to produce records. The policy further allows technology centers to request clarification of open records requests which are not reasonably specific.

**Directory Information:** NWTC Change: The following items were removed from “directory information” for students: Student’s date and place of birth, Student’s photograph, and Student’s electronic mail address.

**Student Records:** NWTC Change: Directory Information in this policy changed to align with the Directory Information Notice above (September BOE Meeting)

---

## **Section 10 – Students**

**Hazing (New):** These policies have been amended in response to the implementation of the “Stop Campus Hazing Act.” In addition to adopting a policy, technology centers will need to ensure that they are collecting relevant data and publishing it on their website in accordance with the law. Technology Centers will also need to inform students and employees about hazing and prevention strategies.

NWTC has adopted a Hazing Prevention Program.

---

## **Section 11 – Discrimination**

**Discrimination, Harassment, and Retaliation:** This policy has been amended in response to SB 942 and 991 regarding antisemitism. The law requires that an accepted definition of antisemitism be integrated into student, faculty and employee codes of conduct. In addition, it should be noted the law also requires a technology center to incorporate antisemitism awareness into technology center trainings.

Oklahoma public schools and universities are required to treat antisemitic harassment or discrimination with the same seriousness as other protected categories (e.g., race, religion, disability). This update applies the International Holocaust Remembrance Alliance (IHRA) as the accepted definition of antisemitism. This update affirms that Title VI protections apply to Jewish students.

**Title IX:** This policy replaces the previous Title IX policy. This policy change coincides with the Title IX trainings employees received at the school’s Joint Inservice in August 2025.

---

## **Section 12 – Technology**

**Personal Wireless Devices and Electronic Accounts:** This policy has been revised pursuant to SB 139 regarding the prohibition on student use of cell phones and personal electronic devices on campus from bell to bell, which is mandatory for the upcoming 2025-2026 school year.